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INDUSTRIAL COMMISSION OF WISCONSIN

(Successor to the Bureau of Labor and Industrial Statistics and the Industrial Accident Board.)

HEARING ON FACTORY RULES.

MADISON, WIS., Jan. 2, 1912.

To Wisconsin Employers and Employees:

A hearing is hereby called for the purpose of affording a general discussion of FACTORY RULES RECOMMENDED BY THE SPECIAL COMMITTEE ON SAFETY AND SANITATION STANDARDS. These rules which have been recommended by the special committee for formal adoption by the Industrial Commission, are the first of a complete body of rules which is being worked out for recommendation hereafter. Thirty days after adoption as orders by the Commission, they will be in full force and effect.

(See Section 2394—56, laws 1911)

In compliance with the terms of the Industrial Commission Act, a hearing on these proposed orders has been fixed at,

Milwaukee, Rooms of the Merchants and Manufacturers' Association, Germania Building, January 27, 1911 at 9:30 A. M.

Employers and employes are urged to attend this meeting or to send representatives. A thorough discussion of the proposed rules is desirable before they are formally adopted and promulgated as orders of the Commission.

Chapter 485 of the Laws of 1911, known as the Industrial Commission Law, provides that "all places of employment shall be made safe." The term "place of employment" is defined as,

> "every place whether indoors or out or underground and the premises appurtenant thereto where either temporary or permanently any industry, trade or business is carried on, or where any process or operation, directly or indirectly

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related to any industry, trade or business, is carried on, and where any person is directly or indirectly, employed by another for direct or indirect gain or profit, but shall not include any place where persons are employed in private domestic service or agricultural pursuits which do not involve the use of mechanical power."

By the term "safe" is meant,

"Such freedom from damage to the life, health or safety of employes or frequenters as the nature of the employment will reasonably permit."

Section 2394—49 of the same law provides that

"No employer shall require, permit or suffer any employe to go or be in any employment or place of employment which is not safe, and no such employers shall fail to furnish, provide and use safety devices and safeguards, or fail to adopt and use methods and processes reasonably adequate to render such employment and place of employment safe, and no such employer shall fail or neglect to do every other thing reasonably necessary to protect the life, health, safety or welfare of such employes and frequenters; and no such employer or other person shall hereafter construct or occupy or maintain any place of employment that is not safe."

Section 2394—52 makes it the duty of the Industrial Commission of Wisconsin to make inquiries as to what places of employment are safe and to issue such orders as may be necessary to make them safe. It is understood that under the law all dangerous points in or about places of employment, and all moving parts, where dangrous, whether specified in these rules or not, must be safeguarded. The recommendations of the special committee were made only after exhaustive inquiry and discussion at a series of meetings. This committee was appointed by the Industrial Commission after various associations had been invited to make their recommendations for membership. The members of this committee are:

Representing Wisconsin State Federation of Labor:

Joseph Geissler, machinist, Brisbane Hall, Milwaukee.

George Krogstad, patternmaker, Brisbane Hall, Milwaukee.

Representing Milwaukee Merchants & Manufacturers' Association:

Charles P. Bossert, Pfister & Vogal Leather Co.
Edward J. Kearney, Kearney & Trecker Co.

Representing Industrial Commission of Wisconsin:

John W. Mapel, Pfister & Vogal Leather Co.
Fred W. McKee, Fairbanks-Morse Co. Beloit.

Representing Milwaukee Health Department:

Joseph Derfus, Chief Sanitary Inspector.

Representing Wisconsin Manufacturers' Association:

Thomas McNeill, Sheboygan Chair Company, Sheboygan.
H. W. Bolens, Gilson Manufacturing company, Port Washington.

C. W. Price, advisor to the Industrial Commission and Secretary of the Committee.

Ira L. Lockney, deputy to the Industrial Commission of Wisconsin.

The proposed rules which this committee recommends for adoption by the Industrial Commission are as follows:

RULES RECOMMENDED BY COMMITTEE ON SAFETY AND SANITATION STANDARDS FOR ADOPTION BY INDUSTRIAL COMMISSION OF WISCONSIN, DECEMBER 23, 1911.

1. Belts-Guards.

All belts, ropes or chains driving machinery or shafting, and all secondary belts, ropes or chains, in short, all belts, ropes, or chains exposed to contact, except those which are so small or those which move so slowly, that there is no possibility of danger, must be properly protected.

2. Loose Pulleys.

All machines, not individually motor driven, must be equipped with loose pulleys or a clutch.

3. Belt-Shifters.

All loose pulleys must be furnished with a permanent belt shifter, so located as to be within easy reach of the operator. The belt-shifter must be so constructed as to make it impossible for the belt to creep from the loose pulley back on the tight pulley.

4. Clutches.

All clutches, where exposed to contact, must be properly guarded.

5. Swinging Doors-Windows.

All swinging doors in stairways and all doors swinging both ways in general passageways must be equipped with windows, properly guarded. The size of windows must be not less than 8 inches by 24 inches. One window must be provided for each section of double swinging doors. Both sides of the doors must be provided with adequate light, either natural or artificial, during the hours of active operations in the department in which said swinging doors are located. The windows must be kept free from dirt or other obstruction to the vision.

6. Elevators, Catching Device.

All elevators must be equipped with an automatic device to catch the car if it drops, and this device must be tested at least once each week.

7. Elevators, Gates.

All elevators must be equipped with gates, at each landing, not less than 5½ feet in height except on the top landing where gates must be not less than 4 feet in height, and the gates must reach down flush with the floor to prevent parts from falling under and down the shaft. Gates must be properly screened near the floor so that small parts cannot fall through.

8. Elevators, Lights.

Ample light must be provided for all elevator cars, and landings.

9. Elevators, Shafts Guarded.

Elevator shafts must be properly guarded on all sides, except where provided with gates. The part near which the counterweights run must be completely covered with sheet steel or boards.

10. Elevator Shafts, Projecting Floors, Etc.

All projections, in the elevator shafts, such as floors, beams, sills, etc., must be provided with a beveled board or strip of sheet metal, fitted directly under the floor, sill or beam, so as to push any projecting portion of the body back into the car instead of crushing it. These beveled shields must be set at an angle of not less than 75 degrees with the floor level.

11. Elevators, Sides of Car.

All elevator cars must be boarded or sheeted up solidly on all sides except on entrance sides and there must be no spaces between the boards or sheets.

12. Emery Wheels, Hoods and Guards.

Emery wheels used for grinding purposes must be equipped with a hood connected with an exhaust fan or water system. A guard must be provided, as a part of the hood construction or in addition to the hood, which shall be strong enough to withstand the shock of a bursting wheel. The exhaust or water system is not required on emery wheels which are in general use by all employes, in common, to touch up tools or castings.

13. Excavations.

All excavations must be protected by a rail or other substantial guard, and at night by red lights. If excavations are made in loose, sandy or other soils which are liable to cave in, they must be shored up.

14. Fly Wheels.

All sections of fly wheels 6 feet or less from floor must be entirely guarded.

15. Friction Drives.

The contact face of all friction drives must be enclosed. All arm or spoke friction drives, or large web friction drives with holes in the web, or friction drives with projecting bolts, where dangerously exposed, must be entirely enclosed.

16. Gears.

All gears must be entirely enclosed or equipped with a flange guard which must enclose the teeth of the gears. All arm or spoke gears, or large web gears with holes in the webs, where dangerously exposed, must be entirely enclosed.

17. Jointers.

All hand jointers must be equipped with safety cylinder heads and a guard must be placed over the knives to protect the hands of the operator.

18. Keys and Keyseats.

All projecting keys in shafting, where exposed to contact, must be cut off or guarded, and all keyseats in ends of shafts, where exposed to contact, must be filled or protected.

19. Ladders with Steel Points.

All portable ladders must be equipped with steel points or steel feet on the bottom or other effective means of preventing slipping.

20. Mats to Prevent Slipping.

The floors where operators stand in operating dangerous machines used in manufacturing, such as wood shapers, jointers and circular saws, must be provided with rubber mats, gravel roofing paper or other effective means of preventing slipping.

21. Openings in Floors Guarded.

All temporary openings in floors used during construction work must be covered or protected by rails, and where such openings are used for elevators or hoists, the same must be substantially barred or fenced to the height of eight feet on all sides.

22. Passageways—Keep Clear.

All passageways and gangways must be kept smooth and in good repair and free from all obstructions over which the men may stumble and fall.

23. Passageways—Width.

All passageways, where men must pass in the regular course of their work, must be sufficiently wide to insure safety.

24. Platforms with Stairways or Stationary Ladder.

All permanent elevated platforms in constant use must be equipped with a permanent stairway or stationary ladder. Ladders other than step ladders, used to gain access to elevated platforms not frequently used, must be provided with safety hooks at the top.

25. Pulleys, Guards.

All pulleys, dangerously exposed to contact, must be guarded.

26. Pulleys near Shaft Hanger.

Pulleys must be so placed as to allow the width of the belt between two pulleys, or between the pully and the shaft hanger, or a hook must be provided, or a guard placed adjacent to the pulley or hanger to prevent the belt from leaving the pulley.

27. Runways and Platforms, Rail and Toe Board.

All elevated walks, runways or platforms, except on loading side of loading platforms, must be provided with a guard rail. A toe board must be provided to prevent parts from falling off.

28. Band Saws.

On all band saws the upper and lower wheels, and the saw must be completely covered, except the part of the saw below the saw guide.

29. Table Circular Saws.

All table circular saws must be equipped with a guard over the saw and all such saws used for ripping must be equipped with a splitter. All other circular saws, where possible, must be equipped with a splitter.

30. Scaffolding Protected by Rail.

All fixed scaffolding, eight feet. or more above the ground, must be equipped with a safety rail or a rope not less than ¾ inches in diameter, or a wire cable not less than ½ inches in diameter, properly secured and braced, at least 34 inches high above the floor of the scaffold, and extending along the entire length and ends of such scaffold. All such scaffolding must also be provided with a toe board at the edge, of sufficient height to prevent material from falling off. All suspended scaffolding must be equipped the same as above, and in addition must be so fastened as to prevent it from swaying or swinging.

31. Set Screws.

All set screws on moving parts must be countersunk or protected by a solid metal collar. No part of the set screws must project above the surface.

32. Shapers, Guards.

All vertical spindle wood shapers must be equipped with guards which will protect the hands of the operator from the knives.

33. Shafting.

All transmission shafting in work rooms or in passageways leading to work rooms, and located within the reach of persons standing on the floor or platform, excepting platforms or walks provided for oilers, must be guarded.

34. Sprockets.

All sprockets dangerously exposed to contact, must be guarded.

35. Stairways, Handrails.

All stairways must be equipped with handrails, and the rails must be kept smooth and free from nails and splinters.

Industrial Commission of Wisconsin,
C. H. Crownhart, *Chairman,*
J. D. Beck,
J. R. Commons,
P. J. Watrous, *Secretary.*

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